

There shall be an interval (or period of cessation of work) of not less than eight (8) hours between the ending of the period of work on one calendar day and the beginning of a period of work on the subsequent day. (G.L.28-3-11)

In addition to the state regulations for minors 16 and 17 years of age, Federal Wage and Hour Laws prohibit minors under 18 years of age from working in any hazardous occupations. Further information on Federal regulations is available from the U.S. Department of Labor, Employment Standards Administration, 380 Westminister Mall, Providence, R.I. 02903. (Telephone: (401) 528-4431)

Lunch Period

A meal period for all men, women and children of not less than twenty (20) minutes must be given at the end of not more than six (6) hours of work in a factory, workshop, mechanical or mercantile establishment.

Exceptions: Where work ends not later than 1:00 P.M. and workers leave for the day, they may work 6 1/2 hours without a meal period, and where work ends not later than 2:00 P.M. and workers leave for the day and are allowed to eat at their work, they may work 7 1/2 hours without a meal period. (G.L.28-3-14)

Industrial Homework

Rhode Island law provides for the strict control and gradual elimination of industrial homework. The Director of Labor and Training may issue licenses to employers in certain industries to distribute work or processing by homeworkers certified by the department. No homework licenses may be issued to industries which have not been susceptible to effective regulation.

Contract Shops

Contract shops servicing the jewelry industry may operate only under an annual permit issued through the Division of Labor Standards. The permit fee is one hundred twenty dollars (\$120) per year, renewable October 1, each year. No jewelry contract work may be processed except in a shop and location approved and registered with the division. No jewelry work may be processed in any home or part thereof. (G.L.28-18)

Parental and Family Medical Leave

The Rhode Island law is a parental and family leave statute that applies to all employers that employ fifty (50) or more employees. It states that every employee who has worked for his/her employer for at least twelve (12) months must be given up to thirteen (13) consecutive weeks of parental or family leave in any two (2) calendar years. The statute requires employees to give advance notice of up to thirty (30) days of the intended starting and ending dates, unless prevented from doing so by a medical emergency.

Under this law, an employee may take parental or family leave for one of three reasons: The birth of the employee's child; the adoption of a child 16 years of age or less by the employee; or serious illness of a family member or the employee him or herself. Upon expiration of the leave, the employee must either be restored to the position he or she previously held when the leave commenced, or to a position with like seniority, status, benefits, pay and other terms and conditions of employment; including fringe benefits and service credits that the employee had been entitled to at the commencement of the leave. The health insurance provisions in the law provide that an employer is obligated to continue the employee's health insurance benefits, but that the employee can be required to pay the premiums prior to his/her departure. If the employee returns, the employer is obligated to return the amounts paid within ten (10) days after the employee's return to employment.

An employee who has been employed by the same employer for twelve (12) consecutive months shall be entitled to a total of ten (10) hours of leave during any twelve (12) month period to attend school conferences or other school-related activities for a child of whom the employee is the parent, foster parent or guardian. The employee must provide a twenty-four (24) hour prior notice of the leave and make a reasonable effort to schedule the leave so as to not unduly disrupt the operation of the employer.